

UNITED STATES DEPARTMENT OF AGRICULTURE

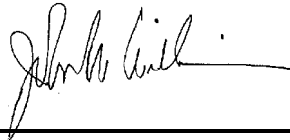
Farm Service Agency
Washington, DC 20250

Notice PM-2185

For: FSA and RMA National Offices

Extending the Union Contract on Awards

Approved by: Deputy Administrator, Management



1 New Award Provisions

A

Background

Last year, Notice PM-2144 covered all headquarters employees for their performance awards. Under the provisions of Notice PM-2144, if an employee received an Outstanding rating, it was mandatory that the employee be given a choice of 1 the following:

- Quality Step Increase (QSI)
- Performance Bonus for 3 percent of their base salary
- Time-off Award (TOA) for 40 hours.

The headquarters union, American Federation of State, County and Municipal Employees Local 3925, negotiated a new contract effective March 8, 2000. Article 26 of this contract adopts the common policy found in the Employee Recognition Program guide at the following website:

<http://dc.ffasintranet.usda.gov/hrd/EMPREFCN2.pdf>

Under the common policy employee recognition program, ratings and awards are de-linked, that is, there is no entitlement to an award regardless of the rating. QSI's, performance bonuses, and TOA's are still available for employees who perform in an exceptional manner throughout the year, but they are not mandatory. All awards are at the discretion of the approving official.

B

Purpose

This notice announces the Agency's decision to extend the provisions of the Union contract on awards to all headquarters employees, effective immediately.

C

Contact

If there are questions about this notice, contact HRD, Performance Management, Benefits, and Awards Branch at 202-418-8975 or 202-418-8973, or TTY at 202-418-9116.

Disposal Date

October 1, 2001

Distribution

FSA and RMA National Offices